

Town
Exhibit
#1

Work-Related Issues Involving Steven Dempsey (current employee of Town of Hingham, Sewer Department)

Disciplinary actions over the course of Mr. Dempsey's employment history with the Town of Hingham (from 11/12/1990 – DPW and from 06/14/2004 – Sewer Department)

Suspensions: 3 3 day, 10 day & 10 day
Written Warnings: 8
Verbal Warnings: 4

PUBLIC WORKS DEPARTMENT

12/11/00 3 day suspension: threats to Supervisor

08/09/01 10 day suspension: threats...Arbitration upheld
*Written comment from the Arbitrator's decision on 03/08/02:
"...this is an incredibly lenient punishment for this infraction"

SEWER DEPARTMENT

Weds. 06/14/07 verbal warning was rude & unprofessional in Accounting office & was asked to leave, acted the same later in Sewer office

Sat. 03/08/08 verbal warning yelled and swore at me (J. Dow, Sewer Supervisor) about having to drive back and forth during heavy rain to answer multiple beeper calls, was mad because he was all the way at his mothers house (4.5 miles away) and gas was expensive for his truck. I told him to either stay at work for his required 4-hours or take the work truck home, he refused both

Tues. 03/25/08 verbal warning insubordination and threats...previous day, he yelled and swore at me about use of laundry equipment. He said if is written up him up and the department doesn't change the ways things were, things would get worse. I took that as a threat. He later left work without permission; I saw him leaving and had to ask him if he was leaving since he walked out on me without speaking. Commissioner Salerno was told by Steve that he left for a pre-scheduled doctors appointment, he lied directly to him.

Tues. 04/15/08 written warning leaving town in a department vehicle for personal business without permission

Weds. 04/30/08	written warning	insubordinate behavior, yelling at me again because alarm company notified Ed directly while he carried the back-up cell
Thurs. 05/01/08	2 written warnings	2 reprimand letters, one for conducting personal business on Town time without permission and one for leaving work without permission.
Weds. 06/11/08	written warning	failure to perform duties, did not await alarm confirmation. Was later discovered that the alarm was inoperable for 8-days, potential health risks if a problem occurred – we would not be notified. Proper alarm procedure not followed for a week.
Tues. 07/15/08	written warning	willful neglect of duties – failure to exercise generators. 2 nd letter for failure to comply with Sewer Commission direction to return his call. Steve's response was "this letter is bullshit"
Thurs. 11/20/08	verbal warning	insubordination. I was called and verbally berated because I did not call him back to work overtime on his vacation when we encountered an emergency.
Tues. 12/02/08	written warning	repeated acts of insubordination (including the comments about how much this place sucks and that you hate my f-ing guts)
Weds. 03/04/09	Termination, changed to 10 day suspension. leaving the district without permission (from Comm. Salerno)	

*quoted from the termination hearing Minutes of March 18, 2009:
Teamsters Business Agent Mark Harrington: "Steve (Dempsey) needs to get on board with following procedures, and he would talk to him about it."

Dempsey: "You (the Commission) have my word regarding his future effort to comply with Commission rules and procedures."

Weds. 04/22/09	written warning	failure to perform normally assigned work
----------------	-----------------	---

Weds. 01/13/10

I had the crew meet Keyspan at a station to investigate a fuel problem with the generator. When I recently went to get the contact and diagnosis info from the logbook, there were no entries to even indicate that they were there, another violation of daily protocol for entering a station or having a crew on-site

Thurs. 01/21/10

memo

entire crew received written notification after several verbal notifications to not turn up heat in the stations

Mon. 01/25/10

verbal

the crew was asked again to insure that all stations are cleaned inside and outside daily and to insure that no tools or work debris is left in the area. A rubber glove used to remove a submersible probe that was pulled from the sewer holding tank was left on the ground within feet of a public sidewalk for over 2-weeks, a clear and present public health risk!

Thurs. 01/28/10

verbal

crew was asked not to sit around and do nothing, Ed & Steve were caught sitting in truck outside a sewer station 13-minutes after closing station. 3 days earlier, I caught Steve and Larry sitting in Mill Street doing nothing. Alarm reports indicated they were there for 45-minutes, nothing recorded in the book, nothing was done

Mon. 02/02/10

7:46am

Steve left me a message stating he was going home sick and that he was taking tomorrow as a personal day, did not give the minimum 2-day notice as required in the union contract

Fri. 02/26/10

3:35pm

crew was spoken to after I caught all 3 sitting around in Mill Street doing nothing again.

Fri. 02/26/10

10:54pm

I got an alarm notification and called all 3 field crew members and left messages for them all that I needed a call back, none of them called back that night or over the weekend to see if things were ok

Tues. 02/09/10

10:50am

when I walked into West Corner station, all 3 crew members were hanging inside talking, not working. I was told that they were waiting for the pump to cycle after cleaning the debris basket. They could have been doing something productive, it does not take all 3 guys to sit and wait for a pump to come on. Unit 2 was running outside in the driveway, another violation of daily protocol

Tues., 02/09/10

2:00pm

after returning to the West Corner station for notes, I saw a significant amount of human waste and debris left on the floor of the station from the field crews activity earlier in the day and had to ask to have it cleaned, another potential health risk item, they've already been told several times that this type of action will not be tolerated

Thurs. 03/11/10

11:00am

I walked into the South Street sewer station and witnessed Steve and Ed standing there with their hands in their pockets while the generator was running, I had to ask them to sweep the stairs and clean splattered grease off the floors and walls due to the safety hazard